Promotion Boards

AGENDA

EREC Brief

➔ Board Preparation

➔ Individual Board Record

➔ Panel Standards and Record Voting

➔ Order of Merit List

FAPO Brief

➔ NCO-ER

➔ SFC/MSG/SGM Promotion Board Statistics/Checklist

➔ POC: (FAPO) & (FA Branch)

Board Operations Brief

DA Secretariat

for

Enlisted Selection Boards

Field Notification

- PERSCOM Message (zone message)
  - 120 days out
  - Parameters for consideration
  - Administrative instructions
- EREC message (AUTODIN Exit)
  - 120, 90, 60 days out
  - Identifies entire zone by name
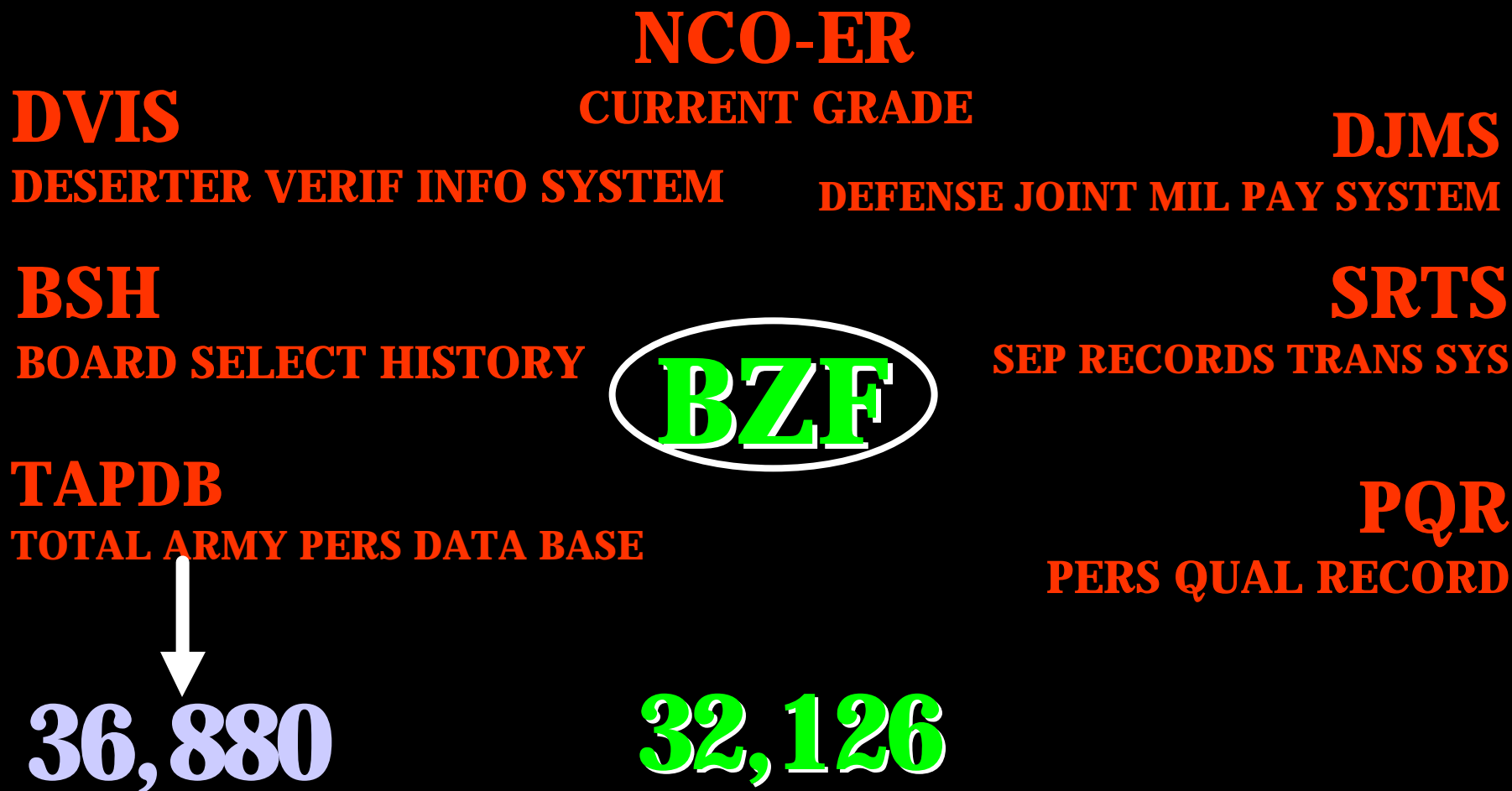 - PQR, photo, NCO-ER not on file in EREC
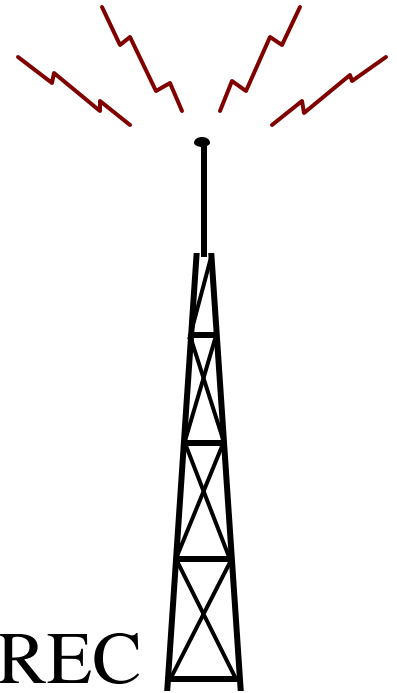
CENTRALIZED ENLISTED BOARDS

- Selection missions
    - SFC, MSG, and SGM promotion
    - CSM appointment
- Schooling selections
    - ANCOC (in conjunction w/ SFC board)
    - SMC (in conjunction w/ SGM board)
- Additional missions (Not Included)
    - Qualitative Management Program (QMP)
    - Standby Advisory Boards (STAB)

BOARD PROFILES

Board	Records	Panels	Members	Days
CSM/SGM/SMC	10,000	11	61	23
MSG	20,000	11	64	30
SFC/ANCOC	33,000	11	66	30

DEVELOPMENT OF BOARD ZONE FILE

NCO-ER
CURRENT GRADE

DVIS
DESERTER VERIF INFO SYSTEM

DJMS
DEFENSE JOINT MIL PAY SYSTEM

BSH
BOARD SELECT HISTORY

SRTS
SEP RECORDS TRANS SYS

BZF

TAPDB
TOTAL ARMY PERS DATA BASE

PQR
PERS QUAL RECORD

36,880

32,126

BOARD MISSIONS

- **Select the best qualified NCOs for Promotion**

Following not Included

- **Conduct QMP screening**
- **Conduct final QMP board**
- **Conduct QMP Appeals board**
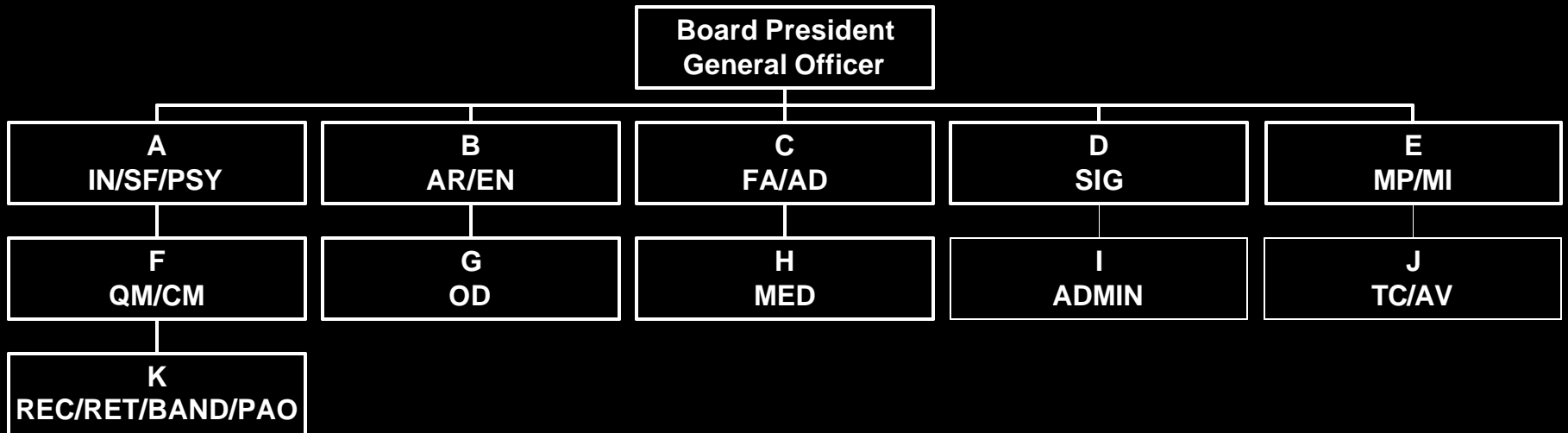- **Conduct Standby Advisory Board (STAB)**

BOARD GUIDANCE

- **HQDA Memorandum of Instruction (MOI)**
- **EREC Board Operating Procedures (BOP)**
- **Briefings/Information**
  - **EREC**
  - **Proponent Information Packets**
    - **Sign/Reviewed by USAFACFS CSM Beck**
- **Army Regulations**
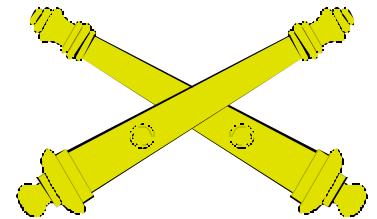
BOARD MEMBER SELECTION PROCESS

1. Board announcement/field notification
2. DAS submits board configuration to DMPM (G-1) for approval
3. Upon approval, PERSCOM membership coordinator sends requirements to Officer and SGM career branches
4. DMPM approves board membership roster
5. General Officers approved by the Chief of Staff of the Army
6. DAS notifies members and issues TDY orders

BOARD ORGANIZATION

Board President
General Officer

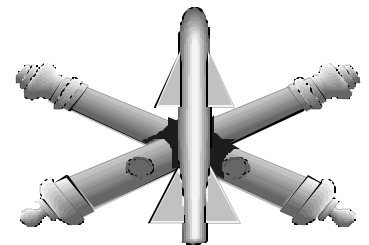|				
A IN/SF/PSY	**B** AR/EN	**C** FA/AD	**D** SIG	**E** MP/MI
F QM/CM	**G** OD	**H** MED	**I** ADMIN	**J** TC/AV
K REC/RET/BAND/PAO				

SAMPLE PANEL ORGANIZATION

COL -- Field Artillery

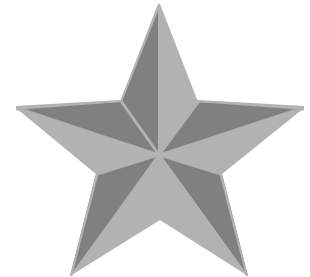**LTC -- Air Defense Artillery**

CSM -- 13

CSM -- 14

Mission: Consider all NCO in CMF 13 & 14

BOARD PRESIDENT DUTIES

- **Ensure compliance with MOI & BOP**
- **Provide guidance**
  - **Standards**
  - **Conduct**
  - **Tone**
- **Approve panel standards**
- **Non-Voting Member**
- **Prepare AARs**
- **Outbrief DMPM**

INDIVIDUAL BOARD RECORD

- Official Military Personnel File (P-Fiche)

- Hardcopy photograph

- Personnel Data Sheet

- Personnel Qualification Record

  (*ERB* & 2-1)

- Other
  - Correspondence to the Board President
  - Hardcopy documents
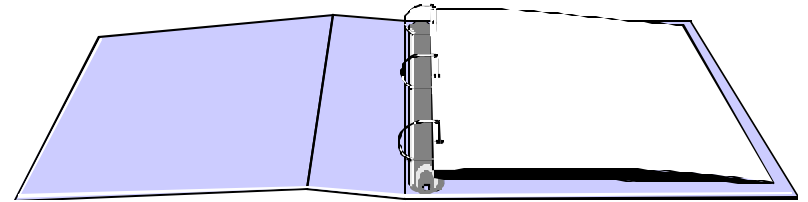
COMMON DISCREPANCIES

- **Missing/outdated photo**
- **Missing ERB/2-1**
- **Missing NCO-ER**
- **Conflicting Height and Weight Data**
- **Blank/incorrect PMOS/SMOS/DOR/BASD**
- **Inconsistent profiles**
- **ERB/2-1 Missing Signatures**
- **2-1 w/Signatures 4 yrs old**

- **P3 Profile w/ no MMRB**
- **Blank/incorrect MIL/CIV ED entries**
- **Unauthorized badges,tabs, awards, decorations**
- **Illegible copies of ERB and 2-1**

Use IWRS to verify receipt of documents

BOARD WORKLOAD
SFC SELECTION ZONE

PANEL	# MEMBERS	# RECORDS	# PER DAY W/ 3 VOTES	# DAYS
A (INF/SF/PSYOP)	8	4,965	400	12
B (AR/EN)	6	2,873	300	10
C (FA/ADA)	5	2,933	250	12
D (SC)	5	2,477	250	10
E (MI/MP)	6	2,800	300	9
F (QM/CM)	7	3,678	350	11
G (OD)	6	3,456	300	12
H (MC)	5	2,773	250	11
I (ADMIN)	6	2,158	300	7
J (TC/AV)	6	2,799	300	9
K (RET/REC/PA/BAND)	5	1,214	250	5

VOTING SYSTEM

SCORE	PERFORMANCE	RESULT
6 +/-	Exceptional	Select Now
5 +/-	Excellent	Definitely Select
4 +/-	Strong	Should Select
FO 3 +/-	Successful	Select if Room
2 +/-	Acceptable	Retain in Grade
1 +/-	Substandard	QMP Referral

PANEL TRAINING

Ensure Consistency !!!
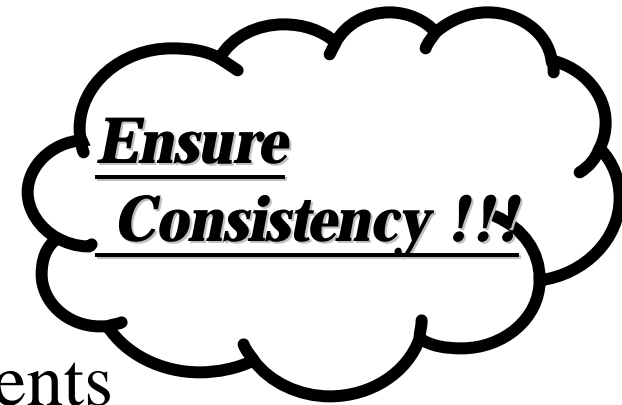
- Develop panel standards
  - Performance, potential, assignments
  - Military/Civilian education
  - Height, weight & APFT
  - Commendatory and disciplinary
  - CMF/MOS specifics
- Practice vote and refine standards
- Obtain Board President's approval

SCORE	POTENTIAL	PERF/LDRSHP/ ASSIGNMENTS	MIL ED	CIV ED	AWARDS/ HONORS	APFT/HT/ WT/PHOTO	UCMJ/ MISCONDUCT	OTHER
6								
6								
6								
5								
5								
5								
4								
4								
4								
3								
3								
3								
2								
2								
2								
1								
1								
1								

BOARDWIDE STANDARD OF "1"

VOTE DEVIATIONS

- 2-Point (3+   vs   5-)
  - Brought to attention of panel chief
  - Voters determine what caused deviation
    - Adjust scores if necessary
  - Panel chief decision (sign vote sheet)
- 3-Point (3+   vs   6-)
  - Must resolve to a minimum 2-point deviation
  - Panel chief decision (sign vote sheet)

VOTE SCORE CONVERSION

Raw Score		Absolute Value	Raw Score	Absolute Value
6+	=	18	3+	9
6		17	3	8
6-		16	3-	7 **FQ**
5+		15	2+	6
5		14	2	5
5-		13	2-	4
4+		12	1+	3
4		11	1	2
4-		10	1- =	1

ORDER OF MERIT LIST

SEQ #	ABS SCORE	SSN	NAME	RAW SCORE
1	54	#	Joe, G.I	6+ 6+ 6+
146	28	#	Porter, S	#
147	28	#	Romero, P	#
148	26	#	Young, A	#
149	26	#	Andrews, B	#
150	26	#	Clark, K	#
151	26	#	Harrison, F	#
152	25	#	Hunter, D	#
153	25	#	Best, P	#
154	23	#	Sutcliffe, S	#
FQ 155	21	#	Curtis, D	#
156	20	#	Harding, B	#
SELECT OBJ 150 157	19	#	Walther, P	#
235	3	#	Krueger, F	1- 1- 1-

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150	26	#	Clark, K	#
151	26	#	Harrison, F	#
152	25	#	Hunter, D	#
153	25	#	Best, P	#
154	23	#	Sutcliffe, S	#
155	21	#	Curtis, D	#
156	20	#	Harding, B	#
157	19	#	Walther, P	#
235	3	#	Krueger, F	1- 1- 1-

BQ (between 147 and 148)

FQ (between 155 and 156)

SELECT OBJ 150

VERIFICATION ROSTERS

- Based on OML selects
- Confirmed by Panel Chief
- Used to verify final select rosters

CONCLUDING BOARD ACTIONS

- Certify board results
- Finalize CMF review & analysis (R&A)
- Finalize board AARs
- Conduct prebriefing and debriefing
- Conduct outbriefing with DMPM
- Recess -- Adjournment

AFTER THE BOARD

- Recorder attests results
- Forward results to DA and PERSCOM
- G-1 approves results
- Final results released Army-wide